

BCEA TEMPORARY BENEFIT SUMMARY SHEET

After One Full, Continuous Year of Service

FRINGE BENEFITS AND WELLNESS

- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

RETIREMENT BENEFITS

- **RETIREMENT – 457P PLAN** (This benefit is only for employees who have not worked 1,000 hours in a fiscal year and begins upon hire date, instead of after one full, continuous year of service)
City pays 3.75%
- **RETIREMENT - PERS 2.5% @ 55**
To be eligible for PERS enrollment, employee must work 1,000 hours in a fiscal year.
City pays a portion of the Employee Contribution and reports the portion the City pays as Special Compensation for retirement purposes only.

VACATION AND HOLIDAYS

- **VACATION**
1-4 years of service.....2 weeks/year*
5-14 years of service.....3 weeks/year*
15+ years of service.....4 weeks/year*
- **HOLIDAYS**
Up to 10.5 fixed*
(if scheduled to work on holiday)

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE**
Pro-rated based on average number of hours worked
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code

MISCELLANEOUS

- **BILINGUAL BONUS**
\$63.00/month Part-time
\$100.00/month Full-time
- **WORK SCHEDULE**
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.